



# **2007 Report on Teacher Education Supply and Demand Needs of K-12 Education in the State of Utah**

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## INTRODUCTION

In late spring of 2006, the State Board of Regents working cooperatively with the State's K-16 Alliance commissioned a study on the supply and demand needs of teacher education in the State of Utah. The study was limited to the 2005-2006 teacher employment needs of the State's forty public school districts and the production of new educators in Utah's schools of education. Through the cooperative efforts of the superintendents of Utah's public school districts and the deans of Utah's ten public and private colleges of education, the report was completed and presented at the Dean's Annual Colloquium which was held at Thanksgiving Point in Lehi, Utah, in November of 2006. The report generated wide-spread public interest and resulted in the State's K-16 Alliance appointing a state-wide task force charged with the responsibility of generating ideas for addressing the State's teacher shortage crisis. The Teacher Shortage Task Force completed and delivered its report to the K-16 Alliance in March of 2007. This report also generated a great deal of public interest. Dr. David J. Sperry, Scholar-in-Residence with the Office of the Utah State Board of Higher Education and former Dean of the College of Education at the University of Utah, was the author of both reports and served as co-chair of the Task Force.

In May of 2007, Dr. Richard E. Kendell, Commissioner for Higher Education in the State of Utah, acting in behalf of the K-16 Alliance, asked Doctor Sperry to repeat the original supply and demand study to determine what changes had occurred with respect to teacher supply and demand during the 2006-2007 academic year. Again, through the cooperation of the local public school superintendents and the deans of the State's public and private colleges of education, the study was undertaken. This document provides a set of tables summarizing the data that was received. Preceding the tables is a summary of the highlights of the study together with a short list of conclusion/recommendations prepared by Doctor Sperry. These recommendations are fully consistent with those recommended by the State Task Force.

## HIGHLIGHTS AND SUMMARY OF THE 2006-2007 TEACHER SUPPLY AND DEMAND FOLLOW-UP STUDY

1. The State of Utah continues to experience a significant demand for additional teachers due to a combination of growth in student numbers and high levels of teacher attrition. The gap between teachers being trained in the State and those needing to be hired has not shrunk. The gap remains well over a thousand teachers (1,200) annually. School districts reported hiring 3,540 new teachers to start the 2007-2008 school-year while colleges and universities reported training 2,341 additional teachers.
2. In four of the seven Utah State Board of Education (USBE) teacher licensing categories, school districts reported having a more difficult time in hiring new teachers than what was reported a year ago with the biggest jump in difficulty occurring in the recruitment and hiring of early childhood education teachers.
3. In secondary education, districts reported having more difficulty in recruiting and hiring teachers in six of the eight licensing categories.
4. Although the number (2,810) and percentage (11.2%) of teachers reported leaving was about the same as a year ago, the number leaving after two years of teaching increased. As a percentage of all those leaving, 35% had taught only two years in the district in which they were employed compared to 29.6% a year ago. As a percentage of all those leaving, 55.4% had taught only five years in the district in which they were employed compared to 47.7% a year ago. Although the number of teachers reported retiring was down from the previous year, retirements still accounted for over 20% of the teacher turnover.
5. School districts reported for the start of the 2007 school year having hired an increasingly greater percentage of teachers from sources other than new teacher education graduates from Utah colleges and universities than a year ago. For the start of the 2006-2007 school year, 45.8% of new hires were new teachers from Utah colleges and universities. The like figure for 2007-2008 was reported to be only 34.2%. Out-of-state hires, both new and experienced teachers, jumped from 13.8% to 20.5 percent of the total number of new teachers hired. Alternative certification hires jumped from 4.5% to 8 percent. And, the number of experienced teachers returning to teaching represented 21.5% of the new hires compared to 18.3 percent a year ago.
6. The number of reported vacant teaching positions on the first day of school in August or September of 2007 increased 25% from that reported a year earlier. Districts with the largest number of teaching vacancies were Jordan, Alpine, and Washington County. The single largest reported area of vacancy was special education where the number of special education teaching positions unfilled on the opening day of school was more than twice that which was reported the year previous (59.5 vs. 25). The largest number of vacancies in secondary education was in science and mathematics.

7. Utah colleges and universities produced essentially the same number of teachers in 2006-2007 as compared to 2005-2006 (2,341 vs. 2,292) with Brigham Young University graduating around 30 percent of all teachers. The number of elementary (961 vs. 928) and secondary teacher (928 vs. 861) graduates were up slightly, but the number of reported graduates in early childhood education were down significantly (127 vs. 191). Other categories were essentially flat.

8. Sixty-two percent of the 2006-2007 teacher education graduates from Utah's six public institutions were reported to have been known by their institutions as having taken teaching positions in the State of Utah by September 1, 2007. This is down from the reported 76 percent the year before. Brigham Young University, on the other hand, reported 47% of their graduates having taken jobs in Utah as compared to 37% the year before.

9. The numbers of teachers produced in the critical secondary teaching areas of mathematics and science were up slightly with 127 new math teachers compared to 111 the year before. In science, the numbers increased from 75 to 80. The number of chemistry teachers increased from 7 to 9, but the number of new physics teachers dropped from 13 to 7.

10. Secondary teachers electing to complete a secondary teaching minor were reported to have increased from 48% to 50% of all secondary teachers. Those electing to take a minor in mathematics went from 12 to 19, but in science the numbers fell from 29 to 11.

11. The numbers of students reported completing programs of study in special education in 2006-2007 in the six Utah colleges and universities that train special education teachers increased by 9.8% from the year previous (249 to 273).

12. In non-teaching professional education positions, colleges and universities in Utah reported producing 173 new school administrators in 2006-2007 as compared to 134 in 2005-2006. However, for the same period, the number of school counselors decreased from 98 to 90; and the number of school psychologists dropped from 34 to 27.

13. The number of known and reported minorities completing a teacher education program in Utah colleges and universities in 2006-2007 dipped from 119 to 108 as compared to a year ago.

## CONCLUSIONS/RECOMMENDATIONS

1. Teacher shortages in Utah remain critical.
2. Utah's colleges and universities need to be given the resources to recruit more students into education as well as the resources to train them.
3. Efforts need to be made to reduce teacher attrition (e.g., enhanced salaries, improved working conditions, and new mentoring programs).
4. The State needs to find ways to attract more teachers into the critical shortage areas (e.g., through differentiated salaries, efficiency scheduling models, and extended year employment contracts).

## Changes in the number of teachers in Utah Public School Districts 2006-2007

District	Number of teachers at the start of the 2006-2007 school year	Number of teachers who left employment from their district during 2006-2007 school year	Percent Turnover	Number of new teachers hired to replace those who left and/or to adjust for growth or program change in order to start the 2007-2008 school year
Alpine	2,664.0	399.0	15.0%	558.0
Beaver	71.5	6.0	8.4%	11.5
Box Elder	527.0	46.0	8.7%	59.0
Cache	660.0	56.0	8.5%	82.0
Carbon	197.2	20.0	10.1%	22.0
Daggett	18.0	2.0	11.1%	5.0
Davis	2,957.0	234.0	7.9%	320.0
Duchesne	229.0	23.0	10.0%	15.0
Emery	135.0	15.0	11.1%	17.0
Garfield	72.3	6.5	9.0%	7.5
Grand	78.0	9.0	11.5%	11.0
Granite	3,159.0	330.0	10.4%	409.0
Iron	428.0	31.0	7.2%	50.0
Jordan	3,309.0	586.0	14.7%	645.0
Juab	57.5	6.0	10.4%	10.5
Kane	78.0	5.0	6.4%	7.0
Logan City	324.0	49.0	15.1%	57.0
Millard	152.2	5.0	3.3%	5.0
Morgan	104.0	17.0	16.3%	21.0
Murray	381.0	11.0	2.9%	22.0
Nebo	1,480.0	189.0	12.8%	254.0
North Sanpete	124.0	14.0	11.3%	13.5
North Summit	74.0	3.0	4.1%	4.0
Ogden City	649.0	113.0	17.4%	81.0
Park City	298.0	37.0	12.4%	37.0
Piute	25.0	2.0	8.0%	2.5
Provo City	549.0	107.0	19.5%	109.0
Rich	38.0	3.0	7.9%	3.0
Salt Lake City	1,615.0	116.0	7.2%	115.0
San Juan	193.0	28.0	14.5%	20.0
Sevier	235.0	9.0	3.8%	15.0
South Sanpete	145.0	8.0	14.5%	16.0
South Summit	79.0	3.0	3.8%	4.0
Tintic	-	-	0.0%	-
Tooele	750.0	63.0	8.4%	96.0
Uintah	277.0	24.0	8.7%	28.0
Wasatch	221.0	30.0	13.6%	49.0
Washington	1,243.0	135.0	10.9%	199.0
Wayne	38.0	3.0	7.9%	3.0
Weber	1,463.0	66.0	4.5%	156.0
<b>Total</b>	<b>25,097.7</b>	<b>2,809.5</b>	<b>11.2%</b>	<b>3,539.5</b>

# **Demand Side**

# **CHANGES IN THE NUMBER OF TEACHERS IN UTAH PUBLIC SCHOOL DISTRICTS 2006-2007 (39 of 40 districts reporting)**

1. Number of teachers at the start of the 2006-2007 school year  
= 25,097.7
2. Number of teachers who left the employment of their school  
district for whatever reason during or at the end of the 2006-  
2007 school year = 2,809.5
3. Percent Turnover = 11.2%
4. Number of new teachers hired to replace those who left  
teaching and/or to adjust for student growth and program  
modifications in order to start the 2007-2008 school year =  
3,539.50



## Degree of difficulty experienced by Utah public school districts in hiring teachers in order to begin the 2007-2008 school year

Categories of Teacher Licensing in the State of Utah	Degree of Difficulty Districts had in Hiring Teachers (Reported by Number of Districts).			
Communication Disorders/Audiology	5<	Extremely Difficult 5 Somewhat Difficult 0 No Response/Not Applicable 10	No Difficulty 0 None were Needed 24	
Communication Disorders/Speech Pathology	18<	Extremely Difficult 14 Somewhat Difficult 4 No Response/Not Applicable 8	No Difficulty 0 None were Needed 13	
Early Childhood K-3	28<	Extremely Difficult 17 Somewhat Difficult 11 No Response/Not Applicable 5	No Difficulty 4 None were Needed 2	
Elementary 1-8	24<	Extremely Difficult 4 Somewhat Difficult 20 No Response/Not Applicable 5	No Difficulty 10 None were Needed 0	
Secondary Education	29<	Extremely Difficult 7 Somewhat Difficult 22 No Response/Not Applicable 4	No Difficulty 6 None were Needed 0	
Special Education	28<	Extremely Difficult 21 Somewhat Difficult 7 No Response/Not Applicable 5	No Difficulty 1 None were Needed 5	
Special Education (Birth-Age 5)	16<	Extremely Difficult 12 Somewhat Difficult 4 No Response/Not Applicable 11	No Difficulty 0 None were Needed 12	

**Degree of difficulty experienced by Utah public school districts in hiring secondary teachers by areas of primary discipline in order to begin the 2007/2008 school year**

Area of Discipline	Degree of Difficulty Districts had in Hiring Secondary teachers (Reported by Number of Districts)			
Fine Art	16<	Extremely Difficult 7 Somewhat Difficult 9 No Response/Not Applicable 3	No Difficulty 10 None were Needed 10	
Foreign Language	13<	Extremely Difficult 3 Somewhat Difficult 10 No Response/Not Applicable 2	No Difficulty 8 None were Needed 16	
Health, P.E., Safety	8<	Extremely Difficult 0 Somewhat Difficult 8 No Response/Not Applicable 3	No Difficulty 17 None were Needed 11	
Language Arts	18<	Extremely Difficult 5 Somewhat Difficult 13 No Response/Not Applicable 3	No Difficulty 10 None were Needed 8	
Math	28<	Extremely Difficult 17 Somewhat Difficult 11 No Response/Not Applicable 3	No Difficulty 2 None were Needed 6	
Science	25<	Extremely Difficult 16 Somewhat Difficult 9 No Response/Not Applicable 4	No Difficulty 1 None were Needed 9	
Social Studies	7<	Extremely Difficult 2 Somewhat Difficult 5 No Response/Not Applicable 3	No Difficulty 19 None were Needed 10	
Applied Technology	23<	Extremely Difficult 8 Somewhat Difficult 15 No Response/Not Applicable 1	No Difficulty 2 None were Needed 13	

**Degree of difficulty experienced by Utah public school districts in  
hiring special education teachers by areas in order to begin the  
2007-2008 school year**

<b>Area of Emphasis</b>	<b>Degree of difficulty districts had in hiring non-teaching professional educators (reported by number of districts)</b>			
<b>Hearing Impaired (deaf)</b>	<b>7&lt;</b>	Extremely Difficult 6 Somewhat Difficult 1 No Response/Not Applicable 2	No Difficulty 1 None were Needed 29	
<b>Hearing Impaired (Birth-Age 5)</b>	<b>6&lt;</b>	Extremely Difficult 6 Somewhat Difficult 0 No Response/Not Applicable 2	No Difficulty 1 None were Needed 30	
<b>Mild/Moderate</b>	<b>27&lt;</b>	Extremely Difficult 14 Somewhat Difficult 13 No Response/Not Applicable 1	No Difficulty 2 None were Needed 9	
<b>Severely Handicapped</b>	<b>24&lt;</b>	Extremely Difficult 20 Somewhat Difficult 4 No Response/Not Applicable 2	No Difficulty 1 None were Needed 12	
<b>Visually Impaired</b>	<b>6&lt;</b>	Extremely Difficult 5 Somewhat Difficult 1 No Response/Not Applicable 2	No Difficulty 1 None were Needed 30	
<b>Visually Impaired (Birth-Age 5)</b>	<b>5&lt;</b>	Extremely Difficult 4 Somewhat Difficult 1 No Response/Not Applicable 2	No Difficulty 1 None were Needed 31	

**Number of years teachers who left employment in 2006-2007 had taught in the Utah school district they were employed by.**

<b>Years Teaching</b>	<b># of Teachers</b>	<b>Percentage</b>
<b>1 year</b>	<b>632</b>	<b>22.5%</b>
<b>2 years</b>	<b>352</b>	<b>12.5%</b>
<b>3 years</b>	<b>222</b>	<b>7.9%</b>
<b>4 years</b>	<b>187</b>	<b>6.7%</b>
<b>5 years</b>	<b>164</b>	<b>5.8%</b>
<b>More than 5 years</b>	<b>1,252.5</b>	<b>44.6%</b>
<b>Total</b>	<b>2,809.5</b>	<b>100%</b>

**Reasons why teachers left teaching in Utah public schools during 2006-2007 as reported by district officials\***

<b>Reason</b>	<b>Number</b>	<b>Percentage</b>
Unknown to district officials	511	21.9%
Retiring	480	20.5%
Resigning for personal & family reasons	457	19.5%
Spousal relocation	255	21.9%
Accepting a position in another school/district or education agency/institution	199	8.5%
Contract not renewed or terminated	146	6.2%
End of single year contract	90	3.8%
Leave of absence including military leaves	56	2.4%
Leaving education altogether for another type of employment	51.5	2.2%
Pursuing additional education or training	39	1.7%
Disability	26	1.1%
Death	20	.9%
To Avoid Termination	8	.3%
<b>Total</b>	<b>2,338.5</b>	<b>100%</b>

\* Not all school districts collect this data. These figures account for 2,338.5 or 83.2% of the reported numbers (2,809.5) of teachers who left teaching in Utah's public schools during 2006-2007.

## **Source of new teachers hired by Utah's public school districts for the start of the 2007-2008 school year \***

Utah college graduates (no previous experience)	34.2 %
Out-of-state college graduates (no previous experience)	8.1 %
Alternative certification programs	8.0 %
Returning to teaching	21.5 %
Moving from another Utah school district	15.8 %
Moving from out-of-state (previous experience)	<u>12.4 %</u>
Total	100.0 %

***\* Not all Utah school districts had this information. The percentages are based on 2,688.5 or 76% of the reported new hires.***

## **Experiential background of new teachers hired by Utah's public school districts for the start of the 2007-2008 school year**

<b>Source</b>	<b>Number</b>	<b>Percentage</b>
<b>Teachers with no previous experience</b>	<b>1583</b>	<b>44.7%</b>
<b>Teachers with prior experience</b>	<b>1548</b>	<b>43.7%</b>
<b>Unknown</b>	<b>408.5</b>	<b>11.5%</b>
<b>Total</b>	<b>3539.5</b>	<b>99.9%</b>

# **VACANCIES IN TEACHING POSITIONS ON THE STARTING DAY OF CLASSES FALL 2007 IN UTAH'S PUBLIC SCHOOLS**

**Number of districts with vacancies = 21 of 39**

**Total number of reported vacancies = 173**

**Districts with largest number of reported  
vacancies:**

**Jordan (46)**

**Alpine (43)**

**Washington (22)**



## **AREAS OF TEACHING VACANCIES ON STARTING DAY FOR FALL 2007 IN UTAH'S PUBLIC SCHOOLS**

<b>Special Education</b>	<b>59.5</b>
<b>Elementary Education</b>	<b>43.0</b>
<b>Secondary Education</b>	<b>31.5</b>
<b>Science</b>	<b>14.0</b>
<b>Math</b>	<b>5.5</b>
<b>Language Arts</b>	<b>4.0</b>
<b>Unspecified Subject</b>	<b>3.0</b>
<b>Music</b>	<b>1.0</b>
<b>FCS</b>	<b>1.0</b>
<b>Multi-Subject</b>	<b>1.0</b>
<b>Business</b>	<b>1.0</b>
<b>TLC</b>	<b>1.0</b>
<b>Speech Pathology</b>	<b>20.0</b>
<b>Early Childhood Education</b>	<b>16.0</b>
<b>American Sign Language</b>	<b>1.0</b>
<b>Media</b>	<b>1.0</b>
<b>Youth in Custody</b>	<b>1.0</b>

# **SUPPLY SIDE**

**Number of students reported completing teacher education programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, in areas of license issued by the Utah State Board of Education**

<b>INSTITUTION</b>	<b>TOTAL</b>	<b>PERCENT</b>
<b>BYU</b>	<b>673</b>	<b>28.7%</b>
<b>Dixie</b>	<b>47</b>	<b>2.0%</b>
<b>PHX</b>	<b>115</b>	<b>4.9%</b>
<b>SUU</b>	<b>218</b>	<b>9.3%</b>
<b>USU</b>	<b>474</b>	<b>20.2%</b>
<b>UU</b>	<b>291</b>	<b>12.4%</b>
<b>UVSC</b>	<b>242</b>	<b>10.3%</b>
<b>WC</b>	<b>43</b>	<b>1.8%</b>
<b>WGU</b>	<b>32</b>	<b>1.4%</b>
<b>WSU</b>	<b>206</b>	<b>8.8%</b>
<b>TOTAL</b>	<b>2,341</b>	<b>99.8%</b>

**Number of teacher education students reported completing education programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, by institution and by areas of license issued by the Utah State Board of Education.**

	AUD	SP	ECE	EE	SEC	SE	ECSE	TOTAL	%
BYU		8	40	230	358	37		673	28.7%
Dixie				47				47	2.0%
PHX				48	67			115	4.9%
SUU			24	70	108	16		218	9.3%
USU		17	25	189	119	115	9	474	20.2%
UU	3	24	25	92	78	60	9	291	10.3%
UVSC				147	95			242	10.3%
WC			4	19	14	6		43	1.8%
WGU				20	12			32	1.4%
WSU			9	99	77	21		206	8.8%
<b>TOTAL</b>	<b>3</b>	<b>49</b>	<b>127</b>	<b>961</b>	<b>928</b>	<b>255</b>	<b>18</b>	<b>2341</b>	
<b>%</b>	<b>.1%</b>	<b>2.1%</b>	<b>5.4%</b>	<b>41.1%</b>	<b>39.6%</b>	<b>10.9%</b>	<b>.8%</b>	<b>=</b>	<b>100%</b>

**Number of teacher education students reported completing education programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, by institution and by areas of license issued by the Utah State Board of Education who were known by their institution to have been hired to work in their program area in the State of Utah by September 1, 2007.**

	AUD	SP	ECE	EE	SEC	SE	ECSE	TOTAL	%
BYU		8/8	17/40	112/230	142/358	37/37		316/673	46.9%
Dixie				33/47				33/47	70.2%
PHX				44/48	59/67			103/115	89.6%
SUU			18/24	44/70	47/108	6/16		115/218	52.7%
USU		3/17	7/25	89/189	46/119	83/115	4/9	232/474	48.9%
UU	3/3	9/24	20/25	61/92	61/78	50/60	9/9	213/291	73.2%
UVSC				119/147	95/95			214/242	88.4%
WC			NA/4	NA/19	NA/14	NA/6		NA/43	
WGU				NA/20	NA/12			NA/32	
WSU			7/9	77/99	35/77	15/21		134/206	65%

**Number of students reported completing a secondary  
teaching program in Utah colleges and universities, July 1,  
2006 to June 30, 2007, by institution and area of major  
endorsement**

	Fine Arts	Foreign Language	Health/ PE	Math	Language Arts	Science	Social Studies	Applied Tech	Total	%
<b>BYU</b>	<b>61</b>	<b>21</b>	<b>42</b>	<b>50</b>	<b>47</b>	<b>30</b>	<b>61</b>	<b>46</b>	<b>358</b>	<b>38.6</b>
<b>Dixie</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>NP</b>	<b>0</b>	<b>0%</b>
<b>PHX</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>20</b>	<b>1</b>	<b>16</b>	<b>8</b>	<b>67</b>	<b>7.2%</b>
<b>SUU</b>	<b>24</b>	<b>3</b>	<b>32</b>	<b>6</b>	<b>14</b>	<b>4</b>	<b>12</b>	<b>13</b>	<b>108</b>	<b>11.6%</b>
<b>USU</b>	<b>9</b>	<b>1</b>	<b>13</b>	<b>24</b>	<b>16</b>	<b>6</b>	<b>17</b>	<b>33</b>	<b>119</b>	<b>12.8%</b>
<b>UU</b>	<b>19</b>	<b>7</b>	<b>16</b>	<b>8</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>0</b>	<b>78</b>	<b>8.4%</b>
<b>UVSC</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>15</b>	<b>29</b>	<b>19</b>	<b>18</b>	<b>7</b>	<b>95</b>	<b>10.2%</b>
<b>WC</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>14</b>	<b>1.5%</b>
<b>WGU</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>12</b>	<b>1.3%</b>
<b>WSU</b>	<b>10</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>12</b>	<b>9</b>	<b>16</b>	<b>7</b>	<b>77</b>	<b>8.3%</b>
<b>Total</b>	<b>131</b>	<b>43</b>	<b>122</b>	<b>127</b>	<b>152</b>	<b>80</b>	<b>159</b>	<b>114</b>	<b>928</b>	
<b>%</b>	<b>14.1%</b>	<b>4.6%</b>	<b>13.1%</b>	<b>13.7%</b>	<b>16.4%</b>	<b>8.6%</b>	<b>17.1%</b>	<b>12.3%</b>		<b>99.9%</b>

**Number of students reported completing a secondary teaching minor in Utah colleges and universities July 1, 2006 to June 30, 2007, as a percentage of all who completed a secondary teaching program by institution**

	Number Completing a Secondary Program	Number Completing a Secondary Program Who also Completed a Secondary Teaching Minor	Percent Completing a Secondary Teaching Minor
<b>BYU</b>	<b>358</b>	<b>167</b>	<b>46.6%</b>
<b>Dixie</b>	<b>NA</b>	<b>NA</b>	<b>0%</b>
<b>PHX</b>	<b>67</b>	<b>1</b>	<b>1.5%</b>
<b>SUU</b>	<b>108</b>	<b>73</b>	<b>67.6%</b>
<b>USU</b>	<b>119</b>	<b>134</b>	<b>112.6%</b>
<b>UU</b>	<b>78</b>	<b>18</b>	<b>23.1%</b>
<b>UVSC</b>	<b>95</b>	<b>6</b>	<b>6.3%</b>
<b>WC</b>	<b>14</b>	<b>12</b>	<b>85.7%</b>
<b>WGU</b>	<b>12</b>	<b>0</b>	<b>0%</b>
<b>WSU</b>	<b>77</b>	<b>52</b>	<b>67.5</b>
<b>Total</b>	<b>928</b>	<b>463</b>	<b>49.9%</b>

**Number of students reported completing a secondary teaching minor in Utah colleges and universities, July 1,2006 to June 30, 2007, by institution and area of license issued by the Utah State Board of Education**

	Fine Arts	Foreign Language	Health/ PE	Math	Language Arts	Science	Social Studies	Applied Tech	Other	Total
BYU	1	17	41	9	71	3	24	0	1	167
Dixie										0
PHX	0	0	0	0	1	0	0	0	0	1
SUU	1	9	18	4	18	3	15	0	5	73
USU	0	4	8	2	17	0	20	0	83	134
UU	0	1	3	0	10	0	4	0	0	18
UVSC	0	0	0	0	0	0	0	6	0	6
WC	2	5	0	0	0	1	4	0	0	12
WGU										0
WSU	5	8	15	4	7	4	3	6	0	52
Total	9	44	85	19	124	11	70	12	89	463



**Number of students reported completing programs of study in  
Utah colleges and universities, July 1, 2006 to June 30, 2007,  
by institution in special education by institution and specific  
areas of endorsement granted by the Utah State Board of  
Education**

	Hearing Impaired (Deaf)	Mild/ Moderate	Severely Handicapped	Visually Impaired	Early Childhood	Total	%
<b>BYU</b>		<b>24</b>	<b>13</b>			<b>37</b>	<b>13.6%</b>
<b>Dixie</b>						<b>0</b>	<b>0</b>
<b>PHX</b>						<b>0</b>	<b>0</b>
<b>SUU</b>		<b>16</b>				<b>16</b>	<b>5.9%</b>
<b>USU</b>	<b>7</b>	<b>84</b>	<b>23</b>	<b>1</b>	<b>9</b>	<b>124</b>	<b>45.4%</b>
<b>UU</b>	<b>9</b>	<b>18</b>	<b>29</b>	<b>4</b>	<b>9</b>	<b>69</b>	<b>25.3%</b>
<b>UVSC</b>						<b>0</b>	<b>0</b>
<b>WC</b>		<b>6</b>				<b>6</b>	<b>2.2%</b>
<b>WGU</b>						<b>0</b>	<b>0</b>
<b>WSU</b>		<b>21</b>				<b>21</b>	<b>7.7%</b>
<b>Total</b>	<b>16</b>	<b>169</b>	<b>65</b>	<b>5</b>	<b>18</b>	<b>273</b>	<b>100.1%</b>

**Number of non-teaching professional educators completing programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, by institution and by areas of license issued by the Utah State Board of Education.**

	<b>A &amp; S</b>	<b>SC</b>	<b>SP</b>	<b>SW</b>	<b>TOTAL</b>	<b>%</b>
<b>BYU</b>	<b>43</b>		<b>10*</b>	<b>4</b>	<b>57</b>	<b>18.2%</b>
<b>Dixie</b>						
<b>PHX</b>	<b>16</b>	<b>58</b>			<b>74</b>	<b>23.6%</b>
<b>SUU</b>	<b>55</b>				<b>55</b>	<b>17.5%</b>
<b>USU</b>	<b>41</b>	<b>22</b>	<b>4</b>		<b>67</b>	<b>21.3%</b>
<b>UU</b>	<b>18</b>	<b>10</b>	<b>13</b>	<b>20</b>	<b>61</b>	<b>19.4%</b>
<b>UVSC</b>						
<b>WC</b>						
<b>WGU</b>						
<b>WSU</b>						
<b>TOTAL</b>	<b>173</b>	<b>90</b>	<b>27</b>	<b>24</b>	<b>314</b>	
<b>%</b>	<b>55.1</b>	<b>28.7%</b>	<b>8.6%</b>	<b>7.6%</b>		<b>100%</b>

\* Combined Counseling/School Psychology Program

**Number of non-teaching professional educators completing programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, by institution and by areas of license issued by the Utah State Board of Education who were known by their Institution to have been hired to work in their program area in the State of Utah by September 1, 2007.**

	<b>A &amp; S</b>	<b>SC</b>	<b>SP</b>	<b>SW</b>	<b>TOTAL</b>	<b>%</b>
<b>BYU</b>	<b>33/43</b>		<b>8/10*</b>	<b>0/4</b>	<b>43/57</b>	<b>75.4%</b>
<b>Dixie</b>						
<b>PHX</b>	<b>14/16</b>	<b>27/58</b>			<b>41/74</b>	<b>55.4%</b>
<b>SUU</b>	<b>45/55</b>				<b>45/55</b>	<b>81.8%</b>
<b>USU</b>	<b>NA/41</b>	<b>NA/22</b>	<b>0/4</b>		<b>NA/67</b>	
<b>UU</b>	<b>18/18</b>	<b>10/10</b>	<b>13/13</b>	<b>NA/20</b>	<b>NA/61</b>	
<b>UVSC</b>						
<b>WC</b>						
<b>WGU</b>						
<b>WSU</b>						

**\* Combined Counseling/School Psychology Program**

**Number of minority students reported completing educational programs (teacher education and non-teaching professionals) in Utah colleges and universities, July 1, 2006 to June 30, 2007, by racial/ethnic category**

<b>Category</b>	<b>Number</b>	<b>Percentage</b>
<b>American Indian</b>	<b>15</b>	<b>12.8%</b>
<b>Asian</b>	<b>29</b>	<b>24.8%</b>
<b>Black</b>	<b>5</b>	<b>4.3%</b>
<b>Hispanic</b>	<b>41</b>	<b>35.0%</b>
<b>Pacific Islander</b>	<b>23</b>	<b>19.7%</b>
<b>Foreign National</b>	<b>3</b>	<b>2.6%</b>
<b>Multi-Ethnic</b>	<b>1</b>	<b>.9%</b>
<b>Total</b>	<b>117</b>	<b>100.1%</b>

**Number of minority students reported completing educational programs (teacher education and non-teaching professionals) in Utah colleges and universities, July 1, 2006 to June 30, 2007 by institution**

	American Indian	Asian	Black	Hispanic	Pacific Islander	Foreign Nationals	Multi Ethnic	Total	%
<b>BYU</b>	<b>1</b>	<b>15</b>	<b>2</b>	<b>17</b>	<b>6</b>			<b>41</b>	<b>35%</b>
<b>Dixie</b>	<b>1</b>	<b>2</b>	<b>1</b>					<b>4</b>	<b>3.4%</b>
<b>PHX</b>		<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>			<b>7</b>	<b>6%</b>
<b>SUU</b>	<b>4</b>			<b>3</b>				<b>7</b>	<b>6%</b>
<b>USU</b>	<b>1</b>	<b>8</b>		<b>2</b>				<b>11</b>	<b>9.4%</b>
<b>UU</b>	<b>7</b>			<b>7</b>	<b>9</b>		<b>1</b>	<b>24</b>	<b>20.5%</b>
<b>UVSC</b>				<b>1</b>	<b>5</b>	<b>3</b>		<b>9</b>	<b>7.7%</b>
<b>WC</b>			<b>2</b>	<b>2</b>				<b>4</b>	<b>3.4%</b>
<b>WGU</b>	<b>1</b>							<b>1</b>	<b>.9%</b>
<b>WSU</b>		<b>1</b>		<b>7</b>	<b>1</b>			<b>9</b>	<b>7.7%</b>
<b>Total</b>	<b>15</b>	<b>29</b>	<b>5</b>	<b>41</b>	<b>23</b>	<b>3</b>	<b>1</b>	<b>117</b>	<b>100%</b>

**Number of teacher education students by race and ethnicity  
reported completing programs of study in Utah colleges and  
universities, July 1, 2006 to June 30, 2007, by areas of license  
issued by the Utah State Board of Education**

	AUD	SP	ECE	EE	SEC	SE	ECSE	TOTAL	%
Amer. Indian				7	3	1	2	13	.6%
Asian			2	9	11	5		27	1.2%
Black				2	2	1		5	.2%
White	3	48	109	877	802	203	12	2054	87.7%
Hispanic			1	13	17	5	1	37	1.6%
Pacific Islander			3	8	8	3		22	.9%
Foreign National				2	1			3	.1%
Multi-Ethnic					1			1	.04%
Unknown		1	12	43	83	37	3	179	7.6%
<b>Total</b>	<b>3</b>	<b>49</b>	<b>127</b>	<b>961</b>	<b>928</b>	<b>255</b>	<b>18</b>	<b>2,341</b>	<b>99.94%</b>

**Number of non-teaching professional educators by race and ethnicity completing programs of study in Utah colleges and universities, July 1, 2006 to June 30, 2007, by areas of license issued by the Utah State Board of Education**

	<b>A &amp; S</b>	<b>SC</b>	<b>SP</b>	<b>SW</b>	<b>TOTAL</b>	<b>%</b>
<b>Amer. Indian</b>		<b>2</b>			<b>2</b>	<b>.6%</b>
<b>Asian</b>	<b>2</b>				<b>2</b>	<b>.6%</b>
<b>Black</b>					<b>0</b>	
<b>White</b>	<b>162</b>	<b>28</b>	<b>18</b>	<b>18</b>	<b>226</b>	<b>72%</b>
<b>Hispanic</b>	<b>3</b>			<b>1</b>	<b>4</b>	<b>1.3%</b>
<b>Pacific Islander</b>	<b>1</b>				<b>1</b>	<b>.3%</b>
<b>Foreign National</b>					<b>0</b>	
<b>Multi-Ethnic</b>					<b>0</b>	
<b>Unknown</b>	<b>5</b>	<b>60</b>	<b>9</b>	<b>5</b>	<b>79</b>	<b>25.2%</b>
<b>Total</b>	<b>173</b>	<b>90</b>	<b>27</b>	<b>24</b>	<b>314</b>	<b>100.0%</b>